

EQUALITY IMPACT ASSESSMENT

Community Centres- Cease Direct Management (by
2025/26)

Reference: EIA000271

Date: 24/01/2024



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000271
Date Submitted	24/01/2024
Subject of the EIA	Community Centres - Cease Direct Management (by 2025/26)
Brief description of the policy, service or function covered by the EIA	Savings Proposal No 72 - Unless required for the delivery of statutory services, or to support cross cutting programmes such as Early Intervention & Prevention, the Council will stop funding and operating the 11 community facilities that remain in direct management to deliver a saving of £0.3m by 31.3.26. Initially it will seek to transfer the facilities to third parties (expected to be through the established Community Asset Transfer protocol) but if that proves unviable, alternative disposal routes will be pursued including market rent leases or sale.
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Six months
Due date of the first review	2024-06-30

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Neighbourhoods
Service area	Community Centres
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Lesley Poulton
What is the accountable officer's email address?	Chris Jordan

Data Sources

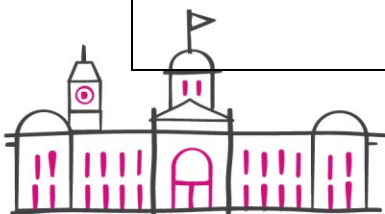
Data sources	["Birmingham City Observatory data and insight"]
Data source details	Census 2021 Population Demographics Area (Ward Health Profiles) Customer Data (not yet available - analysis of regular room hirers underway)



Protected Characteristics

Protected Characteristic – Age	
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	User group analysis is underway to support the development of this EIA and people in every age group may be adversely affected by the proposals. However, many regular groups cater specifically for pre school and school age children and teenagers - for example, nurseries, after school clubs, youth service, and children's sports, leisure and learning clubs operate in the community centres. Depending on the outcome for each centre there is a possibility that children and young people will be disproportionately impacted by the loss of community facilities in their localities that offer opportunities to maintain their mental, social, and physical wellbeing. Older adults who also tend to use the Centres more than other adults may also be impacted by the loss of local facilities and may find there are no accessible alternative venues potentially increasing social isolation with associated adverse impact on their health and wellbeing.
How will you mitigate against any negative impact to the age characteristic?	In the first instance the Council will seek to transfer the centres to third parties but if this is not possible then alternative disposal routes may be pursued which may mean the facility is closed. Mitigations will be considered as and when the outcome for individual centres is known.

Protected Characteristic – Disability	
Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	Some user groups cater specifically for people with disabilities - user group analyses are underway but people with this protected characteristic may well be disproportionately adversely impacted by the loss of community facilities in their localities that offer opportunities to maintain their mental, social, and physical wellbeing. Residents with disabilities may also find that there are no accessible/affordable alternative venues potentially increasing their social isolation with associated adverse impact on their health and wellbeing.



How will you mitigate against any negative impact to the disability characteristic?	In the first instance the Council will seek to transfer the centres to third parties but if this is not possible then then alternative disposal routes may be pursued which may mean the facility is closed. Mitigations will be be considered as and when the outcome for individual centres is known.
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Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A



Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	Some user groups cater specifically for parents with young children eg stay and play. An analysis of user groups is underway but there is potential for people with this characteristic to be disproportionately affected by the proposal and impacts will be reviewed once further information is available.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	In the first instance the Council will seek to transfer the centres to third parties but if this is not possible then alternative disposal routes may be pursued which may mean the facility is closed. Mitigations will be considered as and when the outcome for individual centres is known.

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab"]



<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>Community Centres generally serve their local populations and the demographics vary considerably between each. Six are located in wards where the population is predominately white (in some cases around 80% compared to the Birmingham average of 48.6%). Conversely, three are located in majority Asian/Asian British communities with significant populations of "other" ethnicities (two with more than double the City average for both); and two have much larger than average Black/Black British populations. All the localities with the higher populations of Black and Minority Ethnic residents also show the highest levels of deprivation, which is known to also correlated to ill health and shorter life expectancy. The loss of community facilities that offer opportunities for affordable physical activity, leisure, recreational and learning, and welfare services such as food banks may therefore disproportionately impact people with this protected characteristic.</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>In the first instance the Council will seek to transfer the centres to third parties but if this is not possible then then alternative disposal routes may be pursued which may mean the facility is closed. Mitigations will be be considered as and when the outcome for individual centres is known.</p>

Protected Characteristic - Religion or Beliefs

<p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p>	<p>No</p>
<p>What religions could be impacted by this proposal?</p>	<p>N/A</p>
<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>N/A</p>
<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>N/A</p>

Protected Characteristic - Sexual Orientation

<p>Does this proposal impact people's sexual orientation as per the Equality Act 2010?</p>	<p>No</p>
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What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	The proposal is to stop directly managing Community Centres by April 2025 unless they are required to support the delivery of other statutory services (eg libraries) and in the first instance they will be offered as Community Asset Transfer opportunities. If this proves to be be unfeasible then other disposal routes will be considered including market rent leases or sale. As the outcome for each centre is not known at this stage, and the analysis of the characteristics of members of user groups is still in progress, the impact on residents and service users who may hold protected characteristics cannot be assessed. The EIA will be developed as options are identified and assessed and recommendations are drawn up and reviewed prior to formal decision making processes.
Please enter the email address for the officer responsible for monitoring impact and mitigation	Lesley Poulton

